

1/21/2016

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DETROIT BOARD OF POLICE COMMISSIONERS
REGULAR MEETING
THURSDAY, January 21, 2016 3:00 PM
DETROIT PUBLIC SAFETY HEADQUARTERS
1301 THIRD AVENUE
DETROIT, MICHIGAN 48226

1 COMMISSIONERS:
2
3 GEORGE ANTHONY, Secretary
4 LISA CARTER, Chairperson (Dist. 6)
5 WILLIE BELL, Vice Chairperson (Dist. 4)
6 RICHARD SHELBY, Commissioner (Dist. 1)
7 REGINALD CRAWFORD, Commissioner (Dist. 3)
8 WILLIE E. BURTON, Commissioner (Dist. 5)
9 RICARDO R. MOORE, Commissioner (Dist. 7)
10 EVA DEWAELESCHE, Commissioner
11 DERRICK SANDERS, Commissioner
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REPRESENTING THE CHIEF OF POLICE'S OFFICE:
CHIEF JAMES E. CRAIG
and
ASSISTANT CHIEF LASHINDA STAIR

1 Detroit, Michigan

2 January 21, 2016

3 About 3:00 p.m.

4

5 COMMISSIONER CARTER: Good afternoon.
6 Welcome to the weekly board of police commissioners
7 meetings. My name is Lisa Carter, chair for the
8 commission. At this time I'm going to call the meeting
9 to order and ask that Commissioner Bell do the prayer
10 for us, please.

11 COMMISSIONER BELL: Let us pray.

12 (Invocation given.)

13 COMMISSIONER CARTER: Secretary Anthony,
14 would you please call the roll.

15 SECRETARY ANTHONY: Thank you Madam Chair.
16 Commissioner Willie E. Bell.

17 COMMISSIONER BELL: Present.

18 SECRETARY ANTHONY: Commissioner Elizabeth
19 Brooks has asked to be excused. Commissioner Willie E.
20 Burton.

21 COMMISSIONER BURTON: Present.

22 SECRETARY ANTHONY: Commissioner Reginald
23 Crawford.

24 COMMISSIONER CRAWFORD: Present.

25 SECRETARY ANTHONY: Commissioner Eva Garza

1 Dewaelsche. Commissioner Conrad Mallet has asked to be
2 excused. Commissioner Ricardo R. Moore.

3 COMMISSIONER MOORE: Present.

4 COMMISSIONER BELL: Commissioner Derek
5 Sanders.

6 COMMISSIONER SANDERS: Present.

7 SECRETARY ANTHONY: Commissioner Richard
8 Shelby.

9 COMMISSIONER SHELBY: Present.

10 SECRETARY ANTHONY: And Commissioner Edgar
11 Vann has asked to be excused. That completes the roll
12 call, ma'am. You have a quorum.

13 COMMISSIONER CARTER: Thank you. At this
14 time I'd like to introduce Assistant Chief Lashinda
15 Stair.

16 ASSISTANT CHIEF STAIR: Thank you and thank
17 you for getting my name right this time as well, Madam
18 Chairman. I'd like to introduce my staff.

19 COMMISSIONER CARTER: Yes, ma'am.

20 ASSISTANT CHIEF STAIR: Cecilia Banks
21 Washington is here, the legal advisor for the chief,
22 Commander DeShawn Sims is here. Lisa Gibbs is in the
23 back. Lieutenant Melissa Gardner is here as well.
24 Along with Assistant Chief White.

25 COMMISSIONER CARTER: Thank you. Secretary

1 Anthony, could you introduce the rest of the staff,
2 please.

3 SECRETARY ANTHONY: You have present Ms.
4 Gail Oxendine who is the director of human resources.
5 Ms. Pamela Davis Drake our chief investigator.
6 Ms. Linda Bernard our attorney to the board, Mr. Robert
7 Brown our administrative assistant. Sergeant Alan Quinn
8 who's recording our proceedings and Ms. Caitlyn Mancini
9 from Hanson Court Reporting Services. That completes
10 the introduction.

11 COMMISSIONER CARTER: Thank you.
12 Commissioners you have before you the agenda for
13 Thursday, January 21st, 2016, what is your pleasure?

14 COMMISSIONER BELL: So moved.

15 COMMISSIONER MOORE: Support.

16 COMMISSIONER CARTER: It's been moved and
17 supported. We approve the agenda for Thursday, January
18 21st, 2016. Is there any discussion? Those in favor?

19 ALL: Aye.

20 COMMISSIONER CARTER: Those opposed? Motion
21 carries. Before you, Commissioners, you have the
22 minutes from Thursday, January 4th -- 14th, 2016, what
23 is your pleasure?

24 COMMISSIONER SANDERS: Second.

25 COMMISSIONER CRAWFORD: Second.

1 COMMISSIONER CARTER: It's been moved and
2 supported. We accept -- approve the minutes from
3 Thursday, January 14th, 2016. Is there any discussion?
4 Those in favor?

5 ALL: Aye.

6 COMMISSIONER CARTER: Those opposed? The
7 motion carries. At this time the record should reflect
8 that Commissioner Dewaelsche has joined us. Thank you,
9 ma'am.

10 COMMISSIONER DEWAEELSCHÉ: Sorry I'm late.

11 COMMISSIONER CARTER: No problem. And we'll
12 move on to item number 9 on the agenda, my report and
13 I'm going to yield the floor to A.C. White at this time
14 who has something to bring to us I believe. If I'm not
15 mistaken and he has to leave so.

16 ASSISTANT CHIEF WHITE: Good afternoon,
17 board, James White, assistant chief. I was asked to
18 respond to a van that was denied. I don't have all the
19 information other than the fact are you speaking,
20 well...

21 COMMISSIONER BELL: Yes, Assistant Chief
22 White that was my request. I had some concerns after
23 individual from the 9th precinct contact me in reference
24 to a police explorer at the 9th precinct program there.
25 A bus was being donated I guess it was pending for a

1 period of time and they wanted to know what was the
2 outcome in terms of not receiving the bus and issue, I
3 think you are familiar with the issue so please
4 enlighten us at this particular time.

5 ASSISTANT CHIEF WHITE: Yes, sir, through
6 the chair. I did in fact review that request and
7 subsequently denied the request. And the reason for
8 that is as you're aware since the bankruptcy one of the
9 things the bankruptcy revealed is that we have to manage
10 our fleet and manage the repairs of our fleet more
11 effectively. So as we're going through the process now
12 of replacing vehicles, one of things that they've asked
13 my team to do is to look at a strategy for repairs on
14 vehicles and if there's a vehicle that is in the state
15 of disrepair, does the repair cost equal the price of
16 the new vehicle?

17 And so what we're doing right now as you
18 probably will see in the next couple weeks we're
19 assessing mileage on vehicles. We're also assessing the
20 need to take vehicles home at certain commands, a number
21 of different issues that will actually be coming to your
22 office as well. In this instance the bus that they
23 wanted to donate we looked at the repair costs of the
24 bus, number one, they exceeded the value of the bus.
25 The bus is running currently but to maintain the bus was

1 cost prohibitive.

2 The other issue we looked at was the safety
3 of the bus because once we take the bus in and put
4 students on it, which is what they wanted to do, we
5 become liable if something should happen to the students
6 when they're on the bus. So we looked at the braking
7 system. The braking system was okay but wasn't one of
8 the most modern breaking systems. And then the seats
9 gave us extreme concern because some of the seats
10 weren't bolted down properly.

11 And I don't know if you're aware, but
12 there's a movement across the country now to add
13 seatbelts to buses and this bus you couldn't even
14 retrofit. So we decided to put in a request to buy them
15 a new van at a cost that will be less than to maintain
16 this van. So there has been an official request made
17 for van usage for the 9th precinct.

18 COMMISSIONER BELL: So this should resolve
19 the issue, as you know, the police explorer program in
20 trying to schedule them to and from because a lot of
21 time we don't get the cooperation of the parents in
22 terms of transport. So I'm glad you took time to
23 respond and I can respond back to them and that's a
24 logical explanation. We understand the issue about
25 maintaining service on our vans and in terms of

1 seatbelts and seating capacity so I appreciate you
2 taking the time out to come before this board and
3 explain that.

4 ASSISTANT CHIEF WHITE: Thank you, sir.

5 COMMISSIONER CARTER: Thank you. The only
6 thing that I have to report. Yesterday I attended a
7 meeting at Captain Taski's request and it was regarding
8 the open data portal. Actually, the city of Detroit's
9 open data portal. And they're in the process, and the
10 meeting was attended by members of the community from
11 different precincts that actually utilize the crime
12 mapping dotcom website at any particular time, which is
13 now shut down; and I guess all the information the data
14 information is available on the new data dot Detroit MI
15 dot gov website where the open data portal is.

16 So they're putting together, they want to
17 make the site more user friendly and want the residents
18 to be able to obtain data that is useful for them in a
19 useful form. So yesterday I did attend the meeting and
20 that group Captain Taski is going to come and present to
21 the commission basically how to operate the website. So
22 that's forth coming, Commissioners. So that's all I
23 have to report this week. Assistant Chief Stair at this
24 time the floor is yours.

25 ASSISTANT CHIEF STAIR: Okay for our

1 presentation?

2 COMMISSIONER CARTER: Your presentation or
3 anything you'd like to report.

4 ASSISTANT CHIEF STAIR: Only that some of
5 y'all may be aware that the Tigers had a winter caravan
6 here a couple hours ago so that was really nice. They
7 presented the department also with official Tiger's
8 jerseys and that and also did a raffle and was nice
9 enough to give some of our officers some gifts, tickets,
10 gift packets and things like that. So it was really,
11 really nice. And they may still be upstairs. They
12 stopped in to see the homicide detectives actually prior
13 to them leaving.

14 Other than that the fact that we did start
15 promotional or I'm sorry not a promotional but a new
16 academy class on Tuesday of this as we speak we're
17 really excited about that and it's the good work of
18 Lieutenant Melissa Gardner and certainly the director of
19 human resource Gail Oxendine. I believe Melissa is
20 going to do the presentation.

21 COMMISSIONER CARTER: Thank you. Do you
22 have a graduation date yet?

23 ASSISTANT CHIEF STAIR: For that class?

24 COMMISSIONER CARTER: For that class.

25 ASSISTANT CHIEF STAIR: No, we will obtain

1 that.

2 COMMISSIONER CARTER: Okay, thank you.

3 LIEUTENANT GARDNER: It sat idle for a
4 minute. Just one moment. I don't have the password.
5 There we go. Good afternoon.

6 COMMISSIONER CARTER: Good afternoon.

7 LIEUTENANT GARDNER: Again, Lieutenant
8 Gardner from recruiting, commanding officer. Going to
9 give a brief overview of what has transpired over the
10 last year with recruiting and some new strategies and
11 initiatives that we have going forward. As we all know
12 recruiting is under human resources bureau and the
13 mission statement for recruiting is really basically
14 saying that we want to select individuals who are
15 committed, have integrity, and the skill sets needed to
16 serve the citizens of the city of Detroit as a police
17 officer.

18 Oops, I want to go back. This picture right
19 here is one of the strong points of our recruitment
20 efforts has been our internship program. We have a
21 really good strong phenomenal internship program. And
22 one of the things I really want to focus on in this
23 collage is in the bottom half you will see two police
24 officers. Those police officers actually were in our
25 internship program and hired and they're actively

1 patrolling the cities of Detroit.

2 We have this week just started the winter
3 internship program. We have currently 18 internship
4 members currently in that program. So it is a very,
5 very useful tool for our recruitment efforts. And just
6 some of the statistics for 2015, as you can see for the
7 winter program we had 24 interns. For the summer we had
8 41. And for the fall we had 11. And what we do is we
9 have them actually go out into the specialized units
10 precincts so that they really get an understanding of
11 what law enforcement is all about; and that way when
12 they go through our process later, they really have the
13 edge on those who may not have had that experience
14 through the internship program.

15 You will see that we actually had 9 hired
16 and currently we have 3 that are in the academy at this
17 time and looking to graduate here on I believe our next
18 academy graduation will be sometime in march I believe.
19 So they too will be out there so that will leave us with
20 12 of our internship interns who have been through the
21 process and actually hired. So over last year we had 45
22 interns that were processed and again 3 of them are
23 currently still in the process.

24 Also one of the unique things about the
25 internship program is one, we want them to understand

1 what they're getting into. Also to help them make a
2 decision if this is really the career path for them. So
3 we have also been able to offer them positions in the
4 civilian area. So we have 4 in the process for our
5 civilian positions within our agency. And again we're
6 continually like we have here we expected 25 and we
7 ended up with 18 that are currently in the process.

8 And as some of you may or may not know we
9 did host our job fair here at the headquarters last year
10 in August, August the 22nd and we had a very, very good
11 turn out. We had over 500 individuals come down and
12 apply with our agency. We also had been to 80 different
13 job fairs throughout the year of 2015 in the metro
14 Detroit area. We took part in recruiting at community
15 meetings, colleges, precincts, recreational centers,
16 which was really recent. We were out to about 7 or 8
17 recreational centers in the area; they've partnered with
18 us, they were doing open house. We thought it was a
19 great opportunity to go out and recruit and from that
20 effort within, I would say about a two week period we
21 were able to pull over 100 people interested in law
22 enforcement. So we had a really good turn out with
23 that.

24 We are still creating interest in policing
25 going out, doing presentations at area colleges high

1 schools and definitely the career days within these
2 different institutions. And myself as well as
3 Ms. Flipim (sic) who is working in my unit on the
4 civilian side with the internship program, we are
5 sitting on the advisory board at these two particular
6 colleges and we have had a couple of individuals or
7 students at those colleges that are currently now
8 employed with the Detroit Police Department, but one of
9 unique things about being on the advisory board is we
10 help them with curriculum development, updating them on
11 different techniques and what should be their focus in
12 educating those that want to go into a career in law
13 enforcement.

14 And, again, we always try to target
15 long-term. So here you'll see where our director is
16 sitting with a group of young individuals giving them a
17 little experience of law enforcement and again it starts
18 sometimes young and planting that seed in an individual
19 and it's amazing how when I go out just speaking from a
20 female standpoint and being someone of a ranking
21 officer, the young ladies they gravitate towards that.
22 And they see themselves possibly sitting or being in the
23 position that I'm in and sometimes what doesn't always
24 seem possible becomes possible to them.

25 So we definitely try to target our younger

1 generation, building that bridge, you know, the gap and
2 trying to connect with them and letting them know that
3 sometimes what's depicted on TV through different TV
4 shows or sometimes the negative side that can happen in
5 reporting but sometimes when they get a chance to meet
6 you and see that it's not always about what they may see
7 in the movies or in the news.

8 Some of the initiatives that took place on
9 last year: We had the clergy come here to headquarters
10 and we gave them an overview of the recruiting process
11 and then we asked them if possible on Sundays after
12 their service or during the week when they have Bible
13 study, if we could come out, set up and recruit or if
14 they know individuals that are interested; if they could
15 provide us with names and phone numbers; and they did
16 just that. We were able to reach out to members within
17 their own particular congregations and give them an
18 overview and hopefully get them to come on in and apply
19 with us so that was another positive feed that we had.

20 We still work with the ecumenical community
21 as well bringing about awareness and the fact that we
22 are hiring. We've extended our recruiting outreach
23 again the ROTC program. Actually next month we will be
24 doing a presentation; we're expecting about 130 members
25 of the ROTC to get an overview of our process and

1 hopefully again target them because they have been
2 developing a structure up under the ROTC umbrella that
3 would be right in line with law enforcement.

4 We are always reaching out to our women's
5 organizations, veterans. We will be in February up at
6 Selfridge Base to recruit up at Selfridge. And we also
7 want to always keep in mind our underrepresented groups
8 as well in our recruitment efforts by developing an
9 increase in diversity, by implementing target recruiting
10 events; and we have really gotten a lot of good support
11 from you all members on your board letting us know when
12 you have different events in the community and we
13 definitely take advantage of that and we go out and
14 recruit in those areas.

15 So any time that you have an upcoming event
16 that you would like to pass on to us, we're more than
17 happy to get that information so that we can go out and
18 set up in those particular areas. We converted the
19 application a fillable form. One of the things that we
20 try to do is expedite the process and we know that the
21 application process can be a little bit long. So what
22 we do is we allow the applicant, we e-mail getting up
23 with the modern times try to get away from the mailing
24 system where we lose 5 or 7 days through the mailing
25 process.

1 So we e-mail them an application when they
2 have been identified to come to application orientation.
3 They are able to fill it out, send it in, we'll review
4 it, let them know what corrections need to be made, and
5 then when they come to application orientation now we're
6 discussing what needs to go forward in their background
7 process. We've again expanded our internship program to
8 a 3 rotation per year with primary focus on converting
9 interns into hire and again, like I said earlier, we
10 have 9 that we've hired and 3 currently in the academy.

11 And we are partnering with the police
12 training academy to recruit for a career in the law
13 enforcement and we have worked alongside; matter of
14 fact, we are at Cobo Hall; we've been there all week.
15 You know, that's a big event for the city. A great
16 opportunity to pull people in, talk to them, and give
17 them some information about our recruiting efforts and
18 we find that that again just being visible. Even if
19 people that come are not interested they may have a
20 family member or someone who may be interested in a
21 career, they can take the information and pass it on for
22 us.

23 So we again try to make sure that we take
24 advantage of these big events that are hosted throughout
25 the city in recruiting. Some of the strategies that

1 we're looking at, too, again the implementation of a
2 paperless electronic application and application
3 tracking system. Continue to expand our recruitment
4 outreach targets underrepresented ethnic and gender
5 groups. Exploring opportunities to work with the Junior
6 Police Cadets to develop a feeder program into the
7 application pool. We're also exploring the idea of
8 developing partnerships with organizations such as Dress
9 for Success and Plato's. And I'll talk on that a little
10 bit further later on.

11 And then creating a women's forum to attract
12 female candidates to a career with DPD. Developing a
13 recruitment video and again hosting. This is really
14 going to be a breakthrough for us. We are in the
15 process of right now looking to host the MCOLES written
16 and agility, which will allow us a little bit more,
17 really not a little bit a lot more control in getting
18 candidates processed. As you know with the written and
19 the agility there is a cost factor; however, if we're
20 able to host this portion, those who may not have the
21 funds will now be able to apply and really see
22 themselves within our agency because you know that can
23 be something that stops a person from a process if they
24 don't have the funds but yet their dream is to be in law
25 enforcement. So we're really excited about that. And

1 we're hoping that that comes to fruition very, very
2 soon.

3 Also we've expanded our hours. When I took
4 over recruiting our hours of operation was 8 to 4
5 however the walk-in process was from 8:30 to 2:30; we've
6 expanded that from 8 to 4. So we have the hours that
7 we're open we are definitely accepting walk-ins. Some
8 of the accomplishments that we were able to obtain on
9 last year was: With the medical process we were able to
10 drop that down from five days to two days and a great
11 partnership with Henry Ford Hospital -- or medical
12 center in seeing how we can expedite that process.
13 We've had several meetings with them and they were able
14 to assist us in this effort.

15 We have really worked hard at reducing our
16 hire time from 6 to 9 months to 2 to 3 months and it's
17 really exciting to see that happen because what a lot of
18 times I've heard is I applied, it took me a year to get
19 through the process but now the message is getting out
20 there. Well, that may have been but now it is moving a
21 lot faster. I joined, I signed up on this date and I
22 was in the academy by this date. That's another
23 positive feeder especially when those are looking for
24 employment they don't want to wait a year. You know,
25 and we do note, we have a process where we have to make

1 sure people are fit to be a law enforcement officer but
2 clearly we definitely wanted to make sure that we're
3 reducing that time in checking candidates.

4 We've improved communication customer
5 service with applicants through our regular follow-up
6 calls and e-mails. Again, trying to get with the times.
7 We have an e-mail system where they're allowed to e-mail
8 us; we developed an e-mail address for ourselves where
9 they can send information or to the background
10 investigator to be in constant dialogue with them. And
11 if they have any issues, they are more than happy to
12 call me. They have my direct number as well.

13 Improving efficiency with applicant tracking
14 through defined database parameters. One of the things
15 as commanding officer recruiting is very important to
16 make sure that oversee my investigators and ensuring
17 that they are processing our candidates at a fast pace
18 or in line with all the other applicants that are going
19 through.

20 So we do on a weekly basis is I will track
21 them, see how long they've been in background, and have
22 them follow up with me on what they're doing to get that
23 candidate processed, and if it's something we can do to
24 help that candidate, we do note -- we put a lot of
25 pressure on them to provide us information; however, we

1 understand ourselves in trying to obtain information
2 through employment or other means that that become
3 difficult so then we'll take the lead for that applicant
4 in helping them get that information.

5 Ensuring compliance with the state laws and
6 federal laws and with MCOLES we also want to make sure
7 that we're in line with the MCOLES standards so we from
8 time to time we'll reach out to MCOLES to make sure no
9 forms have been changed; and if they have, that we
10 obtain those new forms and make sure that they're passed
11 along to our investigators.

12 We also have accomplished the ability to
13 increase awareness on the availability and variety of
14 careers within law enforcement, and that's important
15 because a lot of times people think it's all about
16 patrol. Generally, that is the heart of our
17 organization; however, through their own personal growth
18 or professional growth that they have within our
19 organization, there is that ability to move up. So we
20 definitely make sure that we bring in different
21 specialized units to introduce themselves. We have
22 instituted an open house where we will have those
23 different entities come in and speak with the candidates
24 and let them be aware of other opportunities within our
25 organization.

1 And again some of this I have already
2 covered where we talked about the partnership with over
3 15 local college and universities aiding job fairs that
4 we were able to attend and I'm really excited about this
5 third bullet. I was just in a meeting with them
6 yesterday and when you talk about energy this group
7 right here the Michigan Works and the SER Metro Detroit
8 have energy. Something that we can truly show a strong
9 partnership with.

10 Matter of fact, just already after the
11 meeting they've already sent me flyers of places that we
12 can go and really helping those that may not have the
13 tools necessary to learn how to fill out an application.
14 They have a computer room on site where we can actually
15 go and teach them how to complete an application and the
16 importance of being able to sell yourself on paper
17 because we're in a new generation. You no longer go
18 into a job and you're able to just talk to the employer
19 and that employer be able to say, I want you. Now it's
20 that paper speaking for you first.

21 So we want to help them make sure that
22 before they're able to have a voice, they're able to
23 sell themselves. So we are partnering with them resume
24 building, again to help them get through the process and
25 be a viable candidate. And let's see, oh, again the

1 college internship we -- again, I can't say enough about
2 that. It's been another really strong feeder for us and
3 the development and implementation of monthly recruiting
4 newsletter and it's amazing I even get feedback members
5 of the department. You know, if I don't have that
6 newsletter out within the first couple of days then are
7 you guys doing a newsletter?

8 So it's good to know that people are
9 actually opening it, reading it, and we try to make sure
10 that we include members of the department who have ben
11 very supportive in helping us in our recruitment efforts
12 so we include them in those newsletters.

13 And then we also conduct application
14 orientation on a weekly basis. At one point it was at
15 one day a month. We found that to not work for us, that
16 we needed to do it a little more often so that we
17 continually have people in the process. So we do do it
18 weekly. It generally falls on a Friday. We are looking
19 to expand to Saturdays because we do know people have
20 jobs but those jobs are jobs that they don't want to be
21 in over a long period of time or looking for a career
22 job.

23 So we know that sometimes we may have to
24 host it on Saturdays. We are looking to host. We
25 definitely make sure that when we're out in the evenings

1 that we're getting that information to our public info
2 so they can post it on our Facebook page and let people
3 in the community know that, hey, we are out in the
4 community; if you're not able to come during the week or
5 during, you know, the 8 to 4 hours.

6 Some of the strategies that we've developed
7 for 2016, we have -- I had on last week e-mailed all the
8 captains of our department the flyers and recruitment
9 materials along with business cards, which I did bring
10 some for you all today, to help us in our effort with
11 recruiting and I was amazed. I don't have a department
12 phone but my husband got called several times on
13 Saturday here, here's the phone. Here's phone. Because
14 they had questions they wanted to make sure that they
15 were proper in the information that they were giving out
16 as well as what they can do to help support me in this
17 effort.

18 So I was very happy with that. My husband's
19 like, here. We are going to have an oral board training
20 on next Monday. We always are looking for members of
21 our agency to help in the process of recruiting and
22 allows them to also have a voice in the process. So we
23 will be hosting some training on how to conduct oral
24 board interviews. And then we're currently
25 participating in the Lean Sigma to continue to reduce

1 candidate processing time and convert to electronic
2 application system. And I already mentioned the on-site
3 MCOLES written and agility test at the Detroit Police
4 Department professional education and training. And
5 processing applicants on site at colleges and community
6 centers.

7 And we talked about, oh yes, this is another
8 new piece we have, too is our full-time field
9 recruitment. One of the things is we've been
10 multitasking and one of the benefits is now we will have
11 a recruitment team that that will be their main
12 function; they will be out in the community every day
13 recruiting. So that will help us get those numbers in
14 and get those individuals out on the street.

15 And then the employment employee referral
16 program. This is also something new that we instituted
17 this year where members of the department if they know
18 of someone that they feel would make a viable candidate
19 in law enforcement, they can refer them to us and once
20 they are hired they will get a 250 dollar bonus for that
21 referral. And believe me I've been busy; they've been
22 coming down; I've had to advise them, you cannot sit
23 with the candidate. You know, but that is phenomenal to
24 see that because that tells me something, that through
25 our relationship over the last several years they still

1 see and want people to be a part of this organization;
2 and when you start seeing those referrals coming in, you
3 know that they believe in the mission of this
4 department; otherwise they would not be referring them.
5 So we're really excited about that as well.

6 And that concludes my presentation. If
7 anybody has any questions that they may want to ask.

8 COMMISSIONER CARTER: Thank you for a very
9 thorough report and it's good to hear that you're taking
10 advantage of all the opportunities out there to recruit.
11 Including that Cobo hall all this week so good job. I'd
12 like to acknowledge Chief Craig who came in about 20
13 minutes ago. Thank you, Chief, for joining us.

14 CHIEF CRAIG: Thank you.

15 COMMISSIONER CARTER: Commissioners,
16 questions?

17 COMMISSIONER SHELBY: Through the chair.
18 Lieutenant Gardner, do you have any future plans to
19 contact veterans organizations to recruit ex-military
20 individuals?

21 LIEUTENANT GARDNER: Yes, matter of fact I
22 had a conversation with an individual and we are looking
23 to partner with them. Southfield has a location where
24 we're actually going to be going out and recruiting
25 'cause what happens is they come back and they have a

1 pool of people that are looking for employment and a lot
2 of them have referred to law enforcement. So we have
3 already reached out and hopefully in the near future
4 we'll be able to pull more of them on board with us.

5 COMMISSIONER CARTER: Commissioner
6 Dewaelsche.

7 COMMISSIONER DEWAELSCHE: I just wanted to
8 comment. Yes, I'm very excited about the partnership
9 with SER Metro. SER Metro is the implementing agency or
10 the operator of the one-stop centers for the city of
11 Detroit work force development department, Detroit
12 Employment Solutions Incorporation. And, you know, we
13 have veterans, we have the unemployed, we have the
14 youth, we have, you know, older adults who are looking
15 for employment so you have a variety of people that are
16 coming to the centers.

17 LIEUTENANT GARDNER: Yes.

18 COMMISSIONER DEWAELSCHE: They're located at
19 Michigan Avenue in Wyoming and Southwest Detroit and
20 then Northwest Activity Center and Samaritan Center so
21 they're, you know, strategically located and I think
22 you're going to hopefully see an improvement in a lot of
23 potential applicants. The question or the comment that
24 I have is that by that partnership you're able to offer
25 people to come in and apply at various hours because we

1 have evening hours.

2 LIEUTENANT GARDNER: Yes.

3 COMMISSIONER DEWAELSCHE: At least one day a
4 week Wednesday so that allows you to kind of expand. I
5 would like to know if at some point will you be offering
6 evening hours or Saturdays, you know, at the
7 headquarters or whatever location the card says from
8 8:30 to 4?

9 LIEUTENANT GARDNER: Yes, we will be within
10 the next couple months be hosting another job fair here.

11 COMMISSIONER DEWAELSCHE: Okay.

12 LIEUTENANT GARDNER: That is in the works
13 and then to piggyback with you, yes, that was our main
14 goal is because these entities are open and later hours.
15 You already have the pool of people and it's just, you
16 know, getting the information out to them.

17 COMMISSIONER DEWAELSCHE: And I had
18 mentioned to Dr. Oxendine, you know, these locations,
19 you know, two of them we could offer Saturdays and
20 weekends at those locations and we're open to that; we
21 want to help in any way that we can. So I'm very
22 excited about the partnership. And then can we get some
23 of these cards?

24 LIEUTENANT GARDNER: Yes, I brought you some
25 down.

1 COMMISSIONER DEWAELSCHÉ: Great, thank you.

2 COMMISSIONER CARTER: Commissioners, any
3 other questions?

4 COMMISSIONER MOORE: I have a question,
5 ma'am. Lieutenant, you mentioned about federal and
6 state laws in regards to recruiting in your
7 presentation. What federal laws correlate with
8 recruiting?

9 LIEUTENANT GARDNER: The EEOC.

10 COMMISSIONER MOORE: Oh federal titles?

11 LIEUTENANT GARDNER: Mm-hmm, yes.

12 COMMISSIONER MOORE: Thanks.

13 COMMISSIONER BELL: Through this board.

14 COMMISSIONER CARTER: Commissioner Bell.

15 COMMISSIONER BELL: I just want to say that
16 this board should really be pleased with Lieutenant
17 Gardner recruitment team and so this is well thought
18 out, well laid out concept. We have reservation in the
19 past but I think we should really now be pleased that
20 they go all out in 2016. I'm impressed with 2015. I'm
21 impressed with the field team that's going out there
22 aggressively. So I'm happy that the outcome's there.
23 Thank you.

24 LIEUTENANT GARDNER: Thank you.

25 COMMISSIONER CARTER: Any other questions,

1 Commissioners?

2 COMMISSIONER MOORE: A follow-up question.
3 How many candidates did we recruit for the year 2015?

4 LIEUTENANT GARDNER: The law candidates for
5 2015, and when you say recruit have made it through the
6 process?

7 COMMISSIONER MOORE: Yes. How many
8 candidates actual folks.

9 LIEUTENANT GARDNER: We had actually four,
10 let's see. Two recruit classes so we're at, if I count
11 my numbers real quick, 53 police officers that we put
12 out on the street.

13 COMMISSIONER MOORE: Thank you.

14 LIEUTENANT GARDNER: 24, oh you know what
15 that may be a little bit different.

16 MS. OXENDINE: So she's speaking to the
17 fiscal year, 2015-16 but for the calendar year 2015 it's
18 130.

19 COMMISSIONER CARTER: Your name for the
20 record, please.

21 MS. OXENDINE: Gail Oxendine.

22 COMMISSIONER MOORE: And director since
23 you're up there.

24 MS. OXENDINE: Yes, sir.

25 COMMISSIONER MOORE: We had anticipated 200

1 is that correct at the beginning of the year or was that
2 a soft number?

3 MS. OXENDINE: We're striving to fill every
4 vacant position so I don't know if the number was 200 or
5 250 or whatever the number is but currently I think the
6 number is about 285 or so. So we're striving to fill
7 every budgeted vacancy. That's probably the best way to
8 say it.

9 COMMISSIONER MOORE: Thank you.

10 MS. OXENDINE: Mm-hmm, thank you.

11 COMMISSIONER CARTER: Any other questions,
12 Commissioners? Thank you, Lieutenant.

13 LIEUTENANT GARDNER: Thank you.

14 COMMISSIONER DEWAELSCHE: Thank you.

15 COMMISSIONER CARTER: Chief Craig is there
16 anything you'd like to add at this time?

17 CHIEF CRAIG: I don't have anything.

18 COMMISSIONER CARTER: Okay, thank you. Are
19 there any standing committee reports?

20 COMMISSIONER BELL: I want to speak to I
21 was -- the policy committee Commissioner Mallet worked
22 up a proposal for a bylaws amendment, and I think he
23 requested that bylaws amended be circulated to the
24 board. Is that my understanding with, Mr. Anthony? Has
25 that been circulated to the board?

1 SECRETARY ANTHONY: It was -- I don't recall
2 right now but I know you got it. I think it went to
3 everyone.

4 COMMISSIONER BELL: I think we agreed last
5 week that it would be circulated to the board.

6 COMMISSIONER CARTER: I never saw it.

7 COMMISSIONER MOORE: I didn't receive it.

8 COMMISSIONER BELL: Okay, we need to
9 circulate that but we can address it at our next meeting
10 to start the process. So we'll make it sure that when
11 you get it hopefully you will read it and take time and
12 be prepared to discuss it because there's a process of
13 bylaw procedures.

14 COMMISSIONER CARTER: Thank you,
15 Commissioner Bell.

16 COMMISSIONER BURTON: Through the chair.

17 COMMISSIONER CARTER: Commissioner Burton.

18 COMMISSIONER BURTON: Yes, for the Thursday
19 the 28th I'd like to call for the Thursday the 28th I'd
20 like to call a committee meeting for promotion. To be
21 at 2:30.

22 COMMISSIONER CARTER: Okay.

23 COMMISSIONER BURTON: For the committee.

24 COMMISSIONER CARTER: Okay, for the
25 committee.

1 COMMISSIONER BELL: It's for the committee.

2 COMMISSIONER CARTER: Okay, thank you. Is
3 there any new business? New business? Old business?
4 Chief investigator Drake I'm sorry to put you on the
5 spot but do you have an update with regards to what's
6 going on with the cubicles in the office space? They
7 had said one time two weeks. Has it been two weeks?

8 MS. OXENDINE: It has been two weeks, Madam
9 Chair. For the record Pamela Davis Drake. I believe
10 the last time I addressed the board with regards to the
11 matter we weren't looking at two weeks, actually; we
12 were looking more at about two months because of the
13 furniture. Yeah, it was a matter of having to, I know
14 there was some movement within the department that had
15 to be done; I know that there was furniture that had to
16 be ordered. I do know that the furniture has been
17 ordered so it's going to take a little time for all of
18 that to come in.

19 So, yeah, initially I believe in the
20 original meeting we were looking at about two weeks but
21 when we actually put the pen to the paper and looked at
22 what had to be done and of course we want to give the
23 department the time to make the necessary changes they
24 need to make.

25 COMMISSIONER CARTER: Okay. Thank you,

1 ma'am.

2 COMMISSIONER CRAWFORD: Through the chair.
3 A point of clarity. Your statement was March.

4 MS. OXENDINE: Okay.

5 COMMISSIONER CRAWFORD: You spoke right
6 before that podium and I do recall you stating it would
7 be March.

8 MS. OXENDINE: March. Thank you, sir.

9 COMMISSIONER CARTER: Thank you. Is there
10 any other old business? Announcements: Our next board
11 of police commissioners meeting will be Thursday,
12 January 28th at 3 p.m. right here at the Detroit Public
13 Safety Headquarters. Our next Board of Police
14 Commissioners community meeting will be in the 9th
15 precinct February 11th, 2016 at the Grace Church of the
16 Nazarene located at 18020 Hoover Street.

17 At this time we'll have oral communications
18 from the audience. Please give your name and limit your
19 comments to two minutes, please.

20 MS. PANNELL: Good afternoon, Sharon
21 Pannell. Last week I told you guys about the new class
22 that's starting up, the Detroit Police Academy. Well,
23 I've got some applications. I still don't have a date
24 so if you want an application to pass out in your
25 community, just let me know.

1 COMMISSIONER CARTER: Thank you, ma'am.

2 MS. PANNELL: No problem.

3 MS. SIMPSON: Hello everyone my name is
4 Danetta L. Simpson. I'm from the Elijah Muhammad. It's
5 my pleasure to be here this afternoon. I'm hear to
6 speak on the violence that occurred a few days ago over
7 on the Seneca Street and I just want to give a shout out
8 to my Commissioner Willie E. Burton that he has been
9 doing a wonderful job on trying to end the violence in
10 our community and with our Chief Commissioner police
11 officer, Keith -- James E. Craig, excuse me.

12 But I just want you to know you all are
13 doing a wonderful job. Violence happens all over the
14 city and as one I stand to end the violence. I also
15 stands to -- for justice for all, and I just want you
16 all to know that I am involved in the community. I am a
17 community activist.

18 My name is Danetta L. Simpson as well and I
19 look forward to helping you all and being a body to your
20 family for me to come on board to help you all to help
21 resolve the police issues in our community; and we want
22 to have a little patrol over in this area because that
23 particular crime has not been solved and I know
24 neighbors in the community are willing to hear your
25 voices.

1 So I am asking you all to at least come out
2 and have a community meeting in that area because of
3 certain crime in that area. Again, my name is Danetta
4 L. Simpson. It's my pleasure to meet with you all and I
5 plan to work with this board. Thank you.

6 COMMISSIONER CARTER: Thank you, ma'am.
7 Thank you for your comments.

8 COMMISSIONER BURTON: Through the chair I
9 just want to add. I will be hosting a town hall meeting
10 February over in that area. I'm looking at Bethel East
11 Church. So I will be having a town hall meeting in the
12 month of February. Working on the date. It should be
13 the third week of February.

14 COMMISSIONER CARTER: Thank you,
15 Commissioner Burton. Mr. Welborne.

16 MR. WELBORNE: Yeah, Bill Welborne. I
17 wanted to find out more about the oral board. Years ago
18 I saw an oral board and I found out at the interviews a
19 couple people from different places in Michigan some of
20 the questions I ask people seemed disturbed by these
21 questions that I ask, because I had one question I asked
22 this one, this was -- he was a white guy from up north
23 about 150 miles from here and I said if you become a
24 police officer in the city of Detroit and you on a call
25 and you and your partner are out here and you're

1 surrounded by blacks or Arabs, he had never worked with
2 inter-blacks or inter-Arabs, and I said and they crowd
3 around you, and they threaten and call you all kind of
4 names and so forth like that, how would you defuse the
5 problem?

6 The answer he gave me I didn't agree with
7 because he said I'm gonna start busting heads. That's
8 the wrong thing to do, because you're out numbered. I'd
9 like to know if the questions are still the same. When
10 I was on there I was given a list of questions to ask
11 each applicant. Had to agree with all the questions on
12 there because I wanted to ask my own questions. Are we
13 available to ask if people are down there, are they
14 available to ask the questions that they want to ask or
15 do I have to go by a certain questions to ask them?

16 COMMISSIONER CARTER: Director Oxendine's
17 going to answer your question, sir.

18 MS. OXENDINE: Thank you. The oral board
19 questions and the oral board process.

20 MR. WELBORNE: Yes, ma'am.

21 MS. OXENDINE: Those that sit on the oral
22 board are those at the rank of sergeant and above that
23 are currently employed with the department. So they and
24 with respect to the questions the questions may or may
25 not be the same; there may be some that are the same;

1 there maybe some that are different, and also recently
2 the chief had a meeting with the recruiting team and
3 asked that the questions be submitted to his office for
4 some additional review and vetting.

5 So I'm not sure where we are in that review
6 process at this time but that's pretty much a high level
7 summary of what the process entails.

8 MR. WELBORNE: At that time we had civilian
9 and officers, both of them. Two civilians and the rest
10 of officers on the board.

11 MS. OXENDINE: It's totally a sworn process
12 now. Okay, does that answer your question, sir?

13 MR. WELBORNE: Yes, ma'am, thank you.

14 COMMISSIONER CRAWFORD: I just had a
15 question. Mr. Welborne, you talking about something
16 years ago, correct?

17 MR. WELBORNE: Right. Right. This happened
18 years ago.

19 COMMISSIONER CRAWFORD: I'm not...

20 MR. WELBORNE: And I didn't know it had
21 changed.

22 COMMISSIONER CRAWFORD: But I do understand
23 what you're talking about.

24 MR. WELBORNE: Yeah, I just wanted to know.

25 COMMISSIONER CRAWFORD: And that scenario

1 you gave if you were a part of this, I do believe you
2 were, is one's response may be deemed as racist or lack
3 of diversity, and I always had an issue with not only
4 the police department but all organizations who have to
5 give this so-called diversity training. You have to
6 teach it. It's amazing here in America still today we
7 have to teach people how to treat people. You know, if
8 it doesn't come from home and they weren't raised that
9 way, there's always going to be an issue.

10 MR. WELBORNE: Yeah, well this guy ended up
11 not being hired anyways.

12 COMMISSIONER CRAWFORD: Well, that's a good
13 thing.

14 MR. WELBORNE: So they turned him down.

15 COMMISSIONER CARTER: Thank you, sir.

16 MR. HODGE: My name is John Hodge and
17 basically what I have to say is basically towards the
18 chief of police. There was an incident that happened
19 December 23rd when my little cousin got gunned down by
20 the Dearborn police. But it happened in Detroit
21 jurisdiction. And I would like to know it's been almost
22 a month now and we still not know who -- what's the name
23 of that officer who shot him and what is being done
24 about it.

25 And I met you before in person on another

1 thing and I said to you in your face that you was
2 actually doing a good job and I had handcuffs behind my
3 back. Do you remember that occasion at the King -- the
4 Martin Luther King?

5 COMMISSIONER CARTER: Sir, when you speak
6 you speak through the chair this way and then I direct
7 the responses out. So you have speak through me as the
8 chair.

9 MR. HODGE: Okay, well, I don't know how
10 this thing goes but anyway. We're basically here trying
11 to find out what is going on, what's the man's name, and
12 what is being done about this situation.

13 COMMISSIONER CARTER: Okay, I know it's
14 still under investigation and I don't know how much the
15 chief can -- how much information the chief can release.
16 So chief if you have any response for that.

17 CHIEF CRAIG: Through the chair, and I do
18 recall meeting you. Two times someone said thank you
19 for taking me to jail. You're doing a good job and I
20 remember you were one of them. I often times tell your
21 story because it signified for me that while no one
22 looks forward to going to jail, you appreciate the work
23 we do in the community to make the community safer. So
24 I appreciate you sharing that.

25 In terms of the investigation as I reported

1 out on that day we are doing the criminal, that
2 investigation is still underway. I can say that there's
3 forensic evidence that we have sent out and we're
4 waiting for a response back. My commitment that we will
5 do a timely investigation but certainly we have to wait
6 for the forensics to come back. Once that's done we
7 will send it over to prosecutor Worthy. I've had
8 several conversations with her about it. And we'll go
9 from there.

10 I've also had conversations with several
11 groups along the Detroit, the new area of Detroit, I've
12 had a conversation with him last Thursday. I
13 communicated the same thing. I know that they have met
14 with the police chief from Dearborn on a number of
15 occasions. As it relates to the officer's name, that's
16 not my responsibility. I'll just be candid. Like we
17 would in any criminal investigation, until a person's
18 officially charged, if that is the case, it is at that
19 point we would release the name.

20 Certainly, it's up to Dearborn to release
21 the name of a police officer that's in their employment;
22 it's not my responsibility at this point.

23 MR. HODGE: Okay, thank you.

24 CHIEF CRAIG: Thank you.

25 COMMISSIONER CRAWFORD: Through the chair.

1 Sir, I just want to add, too, that didn't occur in my
2 district; Commission Moore's district, and you may have
3 met Commissioner Moore. That was his district but I
4 will say this: In reference to the officer's name,
5 you're absolutely correct; there shouldn't be a reason
6 why they shouldn't release his name.

7 As a matter of fact, the -- Mr. Reed is even
8 seated back there. He actually filed a FOIA. I
9 received a copy of the press release I think it's been a
10 week and a half ago or so. And I know there are number
11 of groups out there marching. Some choose to march into
12 the police precinct, I mean, the police headquarters;
13 some choose to close down Michigan Avenue when there's
14 no traffic. So as I've always said if you're going do
15 something, focus where it's going to have some impact in
16 terms of protest.

17 But often times and historically and you can
18 track it throughout the country, and it's not the
19 responsibility of the Detroit Police Department to
20 release the name. It is Dearborn and Dearborn's chief
21 and since that FOIA's been filed, I would strongly
22 suspect, I haven't even talked to Mr. Reed. He's going
23 to have difficulty getting that name. And that shows
24 you that the lack of transparency and hypocrisy coming
25 from some police departments where they talk about

1 they're so transparent; there's nothing wrong with
2 releasing an officer's name, especially since you've put
3 in the media that he has had no discipline. Didn't say
4 how many complaints were filed against him, but they
5 said he had no discipline against him or who, an unknown
6 police officer.

7 So, yes, you're absolutely correct at least
8 release the name. You know, so and certainly I hope
9 that some community groups will focus the activity and
10 activism on getting something accomplished in making
11 sure that the Dearborn Police Department is transparent
12 not only in that area but in all areas but until the
13 investigation is complete, and it's handled by the chief
14 and handed over to the prosecutor, that's a different
15 issue. But, yes, to find out who, you know, is
16 responsible for that, you're absolutely correct.

17 MR. HODGE: Okay.

18 COMMISSIONER CRAWFORD: There's no harm in
19 that.

20 MR. HODGE: Right.

21 COMMISSIONER CRAWFORD: And if we're talking
22 about justice and accountability, let's bring it.

23 MR. HODGE: Okay, thank you.

24 COMMISSIONER CRAWFORD: Thank you.

25 COMMISSIONER CARTER: Thank you, sir.

1 COMMISSIONER BELL: Madam Chair.

2 COMMISSIONER CARTER: Yes.

3 COMMISSIONER BELL: Perhaps Chief Craig can
4 respond to this issue about the name being released. As
5 a formal police officer and I know over the period of my
6 32 years there were incidents of police shooting and I
7 don't recall they had an issue releasing any names. I
8 can only speak to DPD but I would be very sensitive if I
9 was involved in the shooting that someone would be
10 releasing my name right off the top without due process
11 in terms of the process because not just the police
12 officer involved, you have a police officer family, you
13 have people who would scrutinize, might show up at my
14 door, my family.

15 So we should be very sensitive to that whole
16 process. I understand the nature of people wanting to
17 it right away; everything now is instant gratification,
18 but there's a process. So perhaps Chief Craig can speak
19 to his experience to enlighten us but I don't know from
20 my experience they release these names right away. I
21 think there was a process for the prosecutor office,
22 homicide to do an investigation, and then eventually if
23 they go to -- whatever it takes place. So I'm just
24 trying to get an understanding about this whole -- I
25 notice it's a whole issue now in terms of names should

1 be released the next 24 hours or even on the scene. You
2 know, perhaps you can enlighten us about your
3 experience, please.

4 CHIEF CRAIG: Through the chair. Certainly
5 different jurisdictions do it different ways. It has
6 been my experience, we'll just talk about Detroit,
7 certainly there was a high profile shooting incident
8 prior to my arrival involving an SRT officer. His name
9 was released within a certain amount of time. I don't
10 know how long maybe Cecilia you can talk -- within a
11 week? Probably within a week.

12 And so I understand the issue of safety and
13 certainly given that everything that's going on today
14 that's certainly a concern but also we certainly have an
15 obligation to both. Our employees have an obligation to
16 our community as well. And so in this instance this is
17 unique in that I am doing the criminal. So I don't have
18 the authority to release that officer's name. That's
19 something that the city of Dearborn police chief that's
20 their decision.

21 And so, again, I understand the safety
22 issues but when you look at all the incidents around the
23 country, with some exceptions, I guess Chicago would
24 probably be the most recent. It took a year but we've
25 been pretty thoughtful about doing that, and certainly

1 if there's an articulable threat. If there's an issues
2 that causes us grave concern, I would have no problem
3 coming before the community and explaining the issues
4 before us and that there have been a number of threats
5 being made to the officer and by making his name known,
6 could be problematic.

7 COMMISSIONER CRAWFORD: Through the chair.
8 Myself and the vice chair we respectfully differ on this
9 issue. All we need to do is ask the formal chief for
10 Ferguson about not releasing the name and the mayor. We
11 can ask the mayor of Chicago about taking a year to
12 investigate something and covering that up. We can ask
13 the prosecutor in Cook County about that. We can ask
14 the former police superintendent of Chicago about, you
15 know, taking so long to come to the community and
16 explain.

17 The chief in particular has been best in
18 terms of coming to the community at least articulating
19 something as to why perhaps you don't want to release
20 the name. But in the community, and as such as times
21 are today just a little information out there, and I do
22 respect and understand, you know, when you talk about
23 protecting the officer and the officer's family, et
24 cetera, but with the Internet today and Google you can
25 pretty much Google anything; but that's just the way,

1 like I said, I respectfully -- we respectfully differ on
2 the issue.

3 And the times have changed, the activism in
4 the country and across the country is more or less on
5 alert now, and it's different even what occurred in
6 Baltimore. You can go back and ask, you know, the mayor
7 there and the chief there about what occurred in
8 Baltimore. So just to, I think one needs to analyze the
9 situation and like I said the obligation is not on the
10 Detroit Police Department; it's not on the Detroit
11 Police Chief; it's on the Dearborn police chief at this
12 time.

13 And so there are activists who are calling
14 for something. A name, like I said, also too if you're
15 going to release information in the paper that he has --
16 this unknown police officer hasn't had any discipline,
17 then we need to know who you're talking about. That's
18 what I feel. I'm a resident of city of Detroit
19 community person also. So. Thank you.

20 COMMISSIONER CARTER: Thank you.

21 CHIEF CRAIG: Through the chair just as a
22 kind of a piggyback on that, you know, one of the things
23 that I have continued to strive to do is to remain
24 transparent as best I can. When you look across the
25 country with everything's that going on, the reason why

1 many of these cities are having problems is because some
2 departments have opted to say no comment. No comment
3 does not work any longer because the narrative that will
4 be out there will be one narrative that may not be the
5 true story.

6 And often times talk about the city of
7 Cincinnati who probably does it better than anyone.
8 Anytime there's an officer involved shooting incident
9 involving a fatality, within 24 hours of that shooting
10 incident the mayor, the city mayor and the police chief
11 hold a press conference and why because that was the
12 city that in 2001 there was civil unrest on 15 African
13 American men that was shot by the Cincinnati Police
14 Department. So a conscious decision was made, a good
15 decision, that within 24 hours that a press conference
16 would be held.

17 Now certainly within 24 hours the
18 investigation is still ongoing; there's things that you
19 cannot talk about but certainly you have an obligation
20 and duty to tell the public as much as you can. Just
21 like in the Dearborn case clearly it was evidence of a
22 struggle. What does that struggle mean? Well on the
23 investigation will tell. It's not a lot of detail but
24 certainly it's not no comment. We'll go back to the
25 Kellom shooting incident in Detroit involving an ICE

1 agent. It was at that shooting that I made a statement
2 early on about the fact that the suspect was armed with
3 a hammer. Subsequent to that investigation, our
4 investigation and later an independent investigation by
5 the Wayne County prosecutor's office was consistent that
6 yes it was a harmer. Now had I opted to say no comment,
7 then what would've happened? There was a lot of
8 dialogue on that shooting and a lot of what was put out
9 was correct. Those are the things that get cities,
10 police departments in trouble because ultimately we
11 handle and manage a critical incident because there's a
12 narrative out there that's frankly not true.

13 And, lastly, going back to another
14 Cincinnati shooting incident where a young man armed
15 with a rifle was shot at by Cincinnati police. While he
16 was not struck by gun fire, he did ingest cocaine at the
17 time of the shooting incident; he was thereby
18 transported to a local hospital for treatment. The
19 local newspaper immediately put online that Cincinnati
20 police officers fatally shot an unarmed African American
21 man; false, didn't happen. So it was important for me
22 not only to break the back of that newspaper for putting
23 out a false narrative, but also to come out very quickly
24 and dispel that.

25 And so, again, a lot of times we can't say

1 everything because we just can't. But I'm not going to
2 say prematurely that certain aspects of say a struggle
3 happen when we don't know. We just don't know. But the
4 appropriate time when this matter is given over to the
5 prosecutor's office and the prosecutor gets to give a
6 full narrative about every aspect of that investigation.
7 And the good news is that her investigation is
8 independent of ours so that she looks at all the issues
9 but she back checks and so there is a lot of time that
10 goes into making sure that we do get to the truth of the
11 matter.

12 COMMISSIONER CARTER: Thank you, Chief. Any
13 other comments commissioners?

14 COMMISSIONER MOORE: Through the chair.
15 Chief, you had mentioned about the special response team
16 that was involved in the shooting when you first got
17 here.

18 CHIEF CRAIG: No, this was before me.

19 COMMISSIONER MOORE: Oh, before you. Oh
20 okay. Who investigated that shooting, was that Detroit
21 police?

22 CHIEF CRAIG: I wasn't here. That was --
23 involving weekly, that was Ionna --

24 COMMISSIONER MOORE: Okay. Okay.

25 CHIEF CRAIG: I don't know who investigated.

1 I don't know how soon. I just ask the questions. State
2 police did?

3 COMMISSIONER MOORE: And did the state
4 police release the name as well?

5 AUDIENCE: Yeah, they did.

6 CHIEF CRAIG: There was the state police
7 that released it? Okay. Thank you.

8 COMMISSIONER CARTER: Any other oral
9 communications? Any other oral communications?

10 MS. SCOTT: Good afternoon. Betty Cook
11 Scott former state rep, former police sergeant. I was
12 asked to come today to ask the Board of Police
13 Commissioners through the chief about this Green Light
14 initiative with the gas stations and someone told me
15 it's a project or a pilot program and I live on the
16 lower east side, have been over there for 30 years. The
17 corner of Cadieux and Harper has four gas stations.
18 There was carjackings, shootings, et cetera. They
19 wanted to know will they or any of those gas stations
20 participate in the second portion of this project, if
21 you are aware?

22 COMMISSIONER CARTER: Chief?

23 CHIEF CRAIG: Through the chair it is our
24 commitment that we sign up as many gas stations as
25 possible. We see this as a great opportunity; there's

1 lot of momentum behind this. We have launched our real
2 time crime center that went online January 1. We are
3 not in a pilot but in a test phase right now. We have 8
4 gas stations that have signed up. Certainly through our
5 neighborhood police officers, certainly a gas station
6 that's interested can go to the city's website. We can
7 go out there.

8 There are certain requirements that must be
9 met: One is high definition video. As one. Lighting
10 is important and certainly we want to make sure that the
11 gas station is clean, that it's safe and secure. The
12 first initial round of Green Light certainly nothing
13 like this but it had to do with just an environment that
14 people can feel safe and we know that one of the
15 problems in some of the stations has been that they're
16 dirty, loitering has occurred, drug dealing in and out
17 around the property. Those certainly are not locations
18 that would meet the criteria that we've established for
19 what would be a Green Light location.

20 So so far we've had it up in its test phase
21 and it's been positive and it's a 24 hour monitoring of
22 the in the real time crime center so in a short way when
23 a call comes into a gas station of a crime in progress,
24 and if it is a Green Light location, it will go right to
25 it, and they can get the description of the activity and

1 put it out over the air; and eventually was we continue
2 to build this real time crime center, be able to send a
3 video image right to the responding unit.

4 MS. SCOTT: And secondarily Van Dyke and
5 Forest, some of the neighbors in that area are a
6 little... they have trepidation about going to that gas
7 station but even though, you know, it sells convenient
8 items so they were asking if there could be some
9 visibility there for the police department, especially,
10 you know, from 7 at night until about midnight because
11 that's the neighborhood.

12 CHIEF CRAIG: That's the 5th precinct?

13 MS. SCOTT: I don't know it's 4th and Van
14 Dyke.

15 CHIEF CRAIG: Do you know the captain of
16 your precinct?

17 MS. SCOTT: No, that's not my precinct. My
18 precinct is Captain Blitz, but these are people who have
19 asked me to mention this today.

20 CHIEF CRAIG: So if you could see the
21 sergeant in back, we'll get the information, make sure
22 that the captain and the neighborhood police officer
23 assigned to that area pays a visit.

24 MS. SCOTT: Special attention.

25 CHIEF CRAIG: Well, more than special, we'll

1 actually physically go inside and as you point out maybe
2 it's an opportunity to see if this person's interested
3 in becoming part of the Green Light Program.

4 MS. SCOTT: Okay, and I'm sitting next to
5 that fine sergeant. Thank you.

6 COMMISSIONER CARTER: Thank you.

7 OFFICER MATTHEWS: Good afternoon, chair.
8 Good afternoon, board. Good afternoon, chief. My name
9 is Officer Gregory Matthews and I'm here to announce a
10 water drive that the 6th and 8th precinct is going to be
11 sponsoring. It begins -- it began actually yesterday
12 January 20th and it's going to be going on to February
13 1st. We have a semi-truck trailer parked at 6th
14 precinct and we're trying to load it up with water so
15 that we can transport it to Flint on February 1st and
16 drop off point is again at 6th and 8th precinct, and
17 also we're going to have a drop off point here at the
18 Detroit Public Safety Headquarters. So thank you. Any
19 questions?

20 COMMISSIONER CARTER: Are you taking
21 monetary donations?

22 OFFICER MATTHEWS: No we're just -- just
23 bottles.

24 COMMISSIONER CARTER: Just water.

25 COMMISSIONER CRAWFORD: Cases of water.

1 OFFICER MATTHEWS: Bottles of water.

2 COMMISSIONER CARTER: Okay.

3 COMMISSIONER SHELBY: Through the chair, is
4 there a particular time you can drop off? Can you take
5 it inside the station or go to the parking lot?

6 OFFICER MATTHEWS: 24 hours. You can take
7 it to 6th precinct, 6th and 8th precinct located at
8 11450 Warwick, 24 hours, and also here 24 hours.

9 COMMISSIONER SHELBY: Take it inside or take
10 it to the parking lot?

11 OFFICER MATTHEWS: Here you can take to it
12 to -- you can go to the booth, the security booth and
13 they will direct you towards the loading dock and also
14 you can go to the front desk of the 6th precinct.

15 COMMISSIONER SHELBY: Thank you.

16 OFFICER MATTHEWS: Thank you very much.

17 COMMISSIONER CARTER: Thank you, Officer
18 Matthews. Any other oral communications? Any other
19 oral communications?

20 MR. TRAN: Good afternoon board and chief.
21 My name is Ian Tran and I have a few questions just
22 concerning where I might find statistics that are
23 specific to Detroit on one is incarceration and also a
24 question on when citizens reintegrate are there any
25 particular programs and what agency might someone look

1 to?

2 COMMISSIONER CARTER: I would advise that
3 you contact the Wayne County sheriff's office for
4 statistics on incarceration.

5 MR. TRAN: Okay.

6 COMMISSIONER CARTER: Or the state of
7 Michigan Department of Corrections or their website.
8 With regards to what was the second question?

9 COMMISSIONER DEWAELESCHE: Madam Chair.

10 COMMISSIONER CARTER: Yes.

11 COMMISSIONER DEWAELESCHE: You can contact
12 the Detroit Employment Solutions Corporation. They're
13 the city's work force development department and they
14 may be able to give you the names of the agencies that
15 work specifically with reentry.

16 MR. TRAN: Okay. Thank you very much.

17 COMMISSIONER CRAWFORD: Excuse me. Through
18 the chair. Are you saying statistics on those
19 incarcerated in America?

20 MR. TRAN: Just for Detroit.

21 COMMISSIONER CRAWFORD: Okay. 2.3 million
22 people incarcerated in America, the largest population
23 in the world. So you can be the most industrial,
24 civilized country in the world yet there are more people
25 incarcerated here than anywhere in the world. Over

1 44,000 in the state of Michigan corrections. In last
2 two years through the Wayne County jail those who passed
3 through the Wayne County jail over 31,000. Last year it
4 was 29,000 as of December the 31st that came through the
5 Wayne County jail.

6 And of course that's just the Wayne County
7 jail. One may get arrested and spend time, they're
8 incarcerated and may serve 30 days, 90 days or up to a
9 year and then unfortunately if it's more than a year,
10 then one would go on to the Michigan Department of
11 Corrections. So those are just some rough numbers. I
12 might be off one or two hundred but...

13 MR. TRAN: All right, thank you,
14 Commissioner.

15 COMMISSIONER CRAWFORD: You're welcome, sir.

16 MS. SMITH: Good afternoon, chief,
17 Commissioners. Good to see you. I got good news. Last
18 week I was eating dinner and young man had his family
19 seated in sections of a banquet type and naturally I was
20 looking at the baby that they had and talking to the
21 baby. In the meantime, the young man looked like he was
22 the head of whatever the family was getting ready to do
23 so naturally I spoke to him; I said, well you're taking
24 care of your family real well. And he said, they were
25 there from out of town. So naturally I had to be nosey

1 and ask and it just so happened, chief, he was from
2 Cincinnati. You know him and he spoke very well of you
3 because you know I had to ask him so you look on the
4 card and you'll see he says he knows you and you know
5 him. So it's good to know when you speak to people and
6 they talk about Detroit and the police chief here so I'm
7 very proud as usual.

8 In the meantime, since you've brought up
9 Chicago I wasn't going to say nothing about this but I
10 get the subscription to the Chicago Defender. The last
11 two weeks the headlines was just horrible. They had
12 pictures of blacks being shot and so forth and so on.
13 To make a long story short I had to call not only my
14 people in Chicago I called the mayor's office. I spoke
15 with his secretary and she was very concerned because I
16 told her I'm a former Chicagoan and I'm concerned about
17 what's going on in Chicago and what the police
18 department is doing there.

19 Well, naturally, she can't speak about
20 anything on the phone because she works for the mayor.
21 So I asked about certain ways that you can get to the
22 mayor. In other words, she did speak to me and said
23 that they have a scheduling department and you can call
24 a scheduler and they will make arrangements for you to
25 see the mayor. I said, are you serious.

1 She said, yes, ma'am.

2 I said, well, I'm from out of town.

3 She said, well if you think you can come to
4 Chicago we will set up an appointment for you to speak
5 to the mayor.

6 Well, you know I had to go for it. So I got
7 to canceling -- or the scheduling department and I got
8 her name. Well, anyway I don't remember it now. I have
9 it written down. So I'm not going to Chicago but I told
10 them I may be -- Brown, wait a minute, let me get
11 through.

12 I said let me make arrangements that I'll
13 come in because I do remember the mayor when he was
14 running for office and the president he, you know,
15 endorsed him naturally. So I just told her, and then I
16 told some more people that's on the common council
17 there, Sawyer, he's head of the black caucus there. So
18 I told him what my idea was to combat the crime there
19 that for them to get together, they need two good police
20 chiefs. I named them but I didn't name White that's for
21 sure because I found out we don't want White to go
22 nowhere. But anyway I named two police chiefs, and I
23 told them they're very good and that you should look
24 into it.

25 In the meantime, they're go to have a

1 meeting but my suggestion to them right quick to tell
2 you to get a summit together and get all those gangsters
3 and the gang members together to come in, have a
4 meeting, strip them, don't let them come in with
5 their -- leave their weapons at home or whatever they
6 carry, and to come in and have a summit and for a black
7 and a white police to be there to give them the
8 information, but the fact is they do not have that
9 combination in the squad cars, chief. And that's what's
10 so sad. Another thing I found out--

11 COMMISSIONER CARTER: Your time is up,
12 ma'am. Thank you. Your time is up and we thank you for
13 your comments.

14 MS. SMITH: Chief Craig, I'll tell you what
15 I had to say and the rest and what their response is,
16 all right.

17 COMMISSIONER CARTER: Thank you. We
18 appreciate it.

19 MS. SMITH: We're very fortunate to have you
20 as our chief and have a commission which they don't
21 have. I'm trying to tell you how to do things around
22 here.

23 COMMISSIONER CRAWFORD: They do. Pardon me.
24 They do have a commission there or they did have one.
25 They would call for their resignation, too.

1 MS. SMITH: Yeah.

2 COMMISSIONER CARTER: Any other oral
3 communications? Any other oral communications? At this
4 time, Commissioners, is there a motion for adjournment?

5 COMMISSIONER CRAWFORD: So moved.

6 COMMISSIONER MOORE: Support.

7 COMMISSIONER CARTER: It's been moved and
8 supported that we adjourn. Those in favor?

9 ALL: Aye.

10 COMMISSIONER CARTER: Those opposed?
11 Meeting is adjourned. Thank you all for coming out.
12 Have a good evening.

13 (Meeting concluded at 4:25 p.m.)

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1 STATE OF MICHIGAN)
2)
3 COUNTY OF WASHTENAW)

4
5 CERTIFICATE OF NOTARY PUBLIC AND COURT REPORTER

6 I, Caitlyn Mancini, do hereby certify that the
7 above-entitled meeting was duly recorded by me
8 stenographically and by me later reduced to typewritten
9 form by means of computer-aided transcription; and I
10 certify that this is a true and correct transcript of my
11 stenographic notes so taken.

12 I further certify that I am neither of counsel to
13 either party nor interested in the event of this cause.

14
15
16 



17 Caitlyn Mancini, RPR, CSR-8887

18 Notary Public,

19 Washtenaw County, Michigan

20 My Commission expires: August 15, 2021

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